

Survey Groups Admire, Suspect Sandia Labs

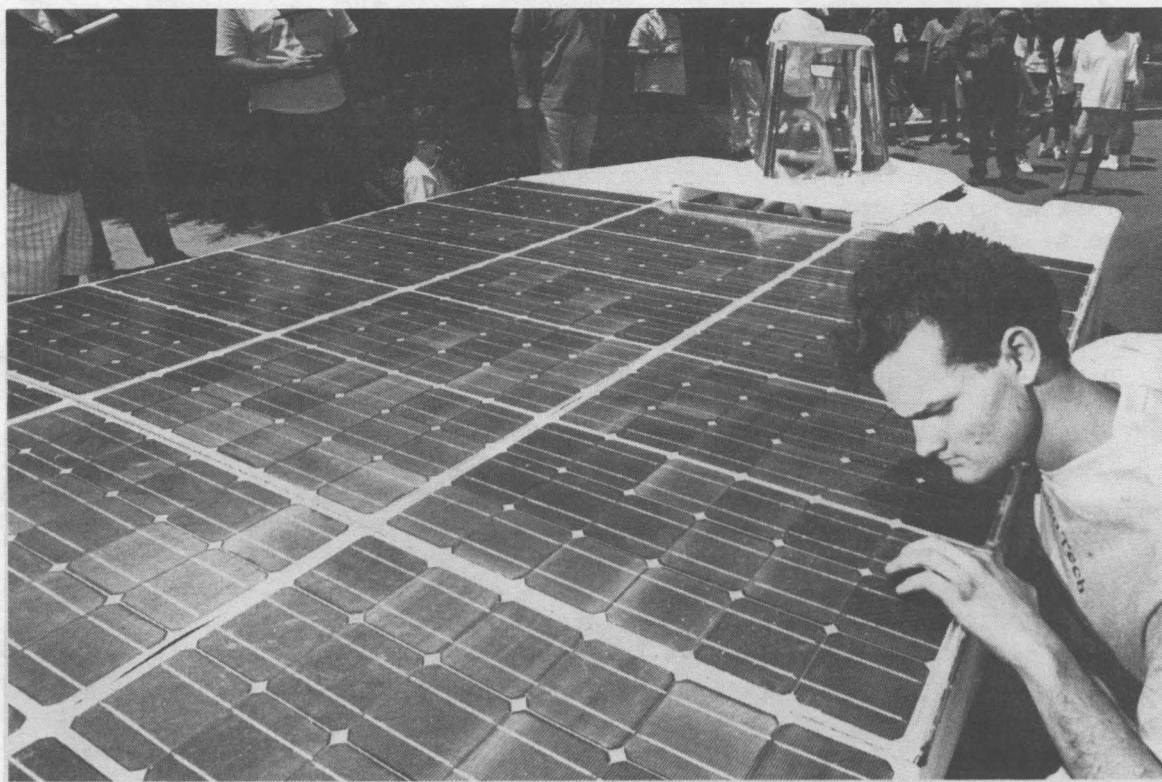
Sandians and their New Mexico neighbors beam in the reflection of the Labs' international prestige, but members of both groups also worry about what might be happening at its sprawling Albuquerque site, according to a survey conducted for the Labs by the University of New Mexico's Institute for Public Policy.

The good news, says Mike DeWitte of ES&H Program External Interface Office 7026, is that "82 percent of the people surveyed were either very favorable or somewhat favorable about Sandia. Also, 55 percent thought the Labs should expand, and a significant 29 percent thought we should at least remain at our present size."

1,200 Households Surveyed

The downside, he adds, is that 63 percent do not believe Sandia is "completely open and honest" regarding environmental effects its operations might have on surrounding communities, and 47 percent believe the Labs violates environmental laws or regulations.

During April and May, UNM surveyed more than 1,200 households from across New Mexico — 700 in Bernalillo County — to gather information
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THE "RAYCE" IS ON — New Mexico Tech student Mike Monroe inspects the solar array of the "Zia Roadrunner" solar car in preparation for Sunrayce 93, a DOE-sponsored intercollegiate solar car race. The six-day race began last Sunday, June 20, and will take teams from Dallas to Minneapolis. The competition is designed to challenge students in every aspect of project engineering, from solar design and testing to mechanical safety, race logistics, and project funding. Sandia is one of several corporate sponsors who have helped the car along the road to the race. The driver's cockpit can be seen above Mike's head. Paul Basore of Photovoltaic Technology Research Dept. 6213 is a Sunrayce official and photovoltaic consultant for the event.



LAB NEWS

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SANDIA NATIONAL LABORATORIES

JUNE 25, 1993

Early Acceptance the Key

It Was a Real 'Field Day' for ER Technologies

Saturday, May 22, was a real "field day" for environmental restoration technologies developed at Sandia. And so was Tuesday, May 25, and Wednesday, May 26.

During those three days, more than 80 representatives of the Albuquerque-area community, industry, and government visited the Labs' Tech Area 3 to see some Sandia technologies for cleaning up and monitoring environmental restoration (ER) sites.

Hosted by Sandia's Mixed Waste Landfill Integrated Demonstration (MWLID) group — a DOE project to develop cleanup technologies for mixed waste sites — the purpose of the event was threefold: to gain acceptance from public opinion leaders and regulators about technologies under development at Sandia, to entice potential industrial partners to invest in Labs technologies and take

Many of the mixed waste cleanup technologies developed by Sandia are ready for commercialization.

them to the marketplace, and to educate government and industry representatives who might eventually buy and use the technologies once they are commercialized.

"If we develop technologies that are not acceptable to the public, the regulators, or industry," says Cecelia Williams of Environmental Restoration Technologies Dept. 6621, "then the technologies won't ever get used." Although most of Sandia's 27 different MWLID technologies are being developed for DOE, she says many are ready for commercialization.

Each field day began with briefings in the Technology Transfer Center about Sandia's Mixed Waste Landfill Integrated Demonstration program and ended with a tour and hands-on demonstrations of several restoration technologies near the
(Continued on Page Five)

More and More Employees Using Services

Ombuds Program Has Busy First Year

Sandia's Ombuds Program was launched in early August 1992 after a lengthy planning period and selection process that put Wendell Jones (11N) and Mike Birnbaum (11C) into the positions of being the Labs' first ombuds.

Wendell, based at the New Mexico site, and Mike, based at the California site, report directly to Labs President Al Narath. Either is available to any Sandian at any Labs site, and discussions are confidential.

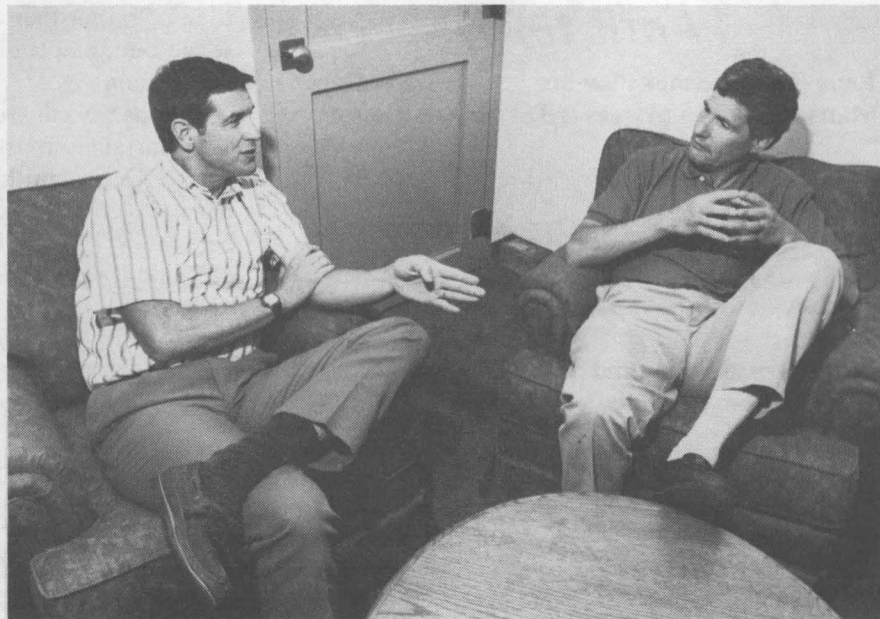
The word "ombuds" is a shortened version of ombudsman, the traditional title of someone who does what Mike and Wendell do for Sandians. It was selected by the program designers as a gender-neutral title.

The LAB NEWS interviewed the ombuds as they near the end of their first year on the job to get their impressions of their work and its impact on Sandians. Here is some of what they had to say.

LAB NEWS (LN): You've been in business for almost a year. What are your impressions: Is it a worthwhile project?

Mike Birnbaum: It's worthwhile. I have spoken to at least 500 employees

on various things that are of concern to them, and one thing I keep hearing is that it's really nice to have somebody who cares. They get a call back from somebody promptly, and that alone is surprising to them. It's important to get back to people quickly, because if they're calling us, they're usually in some kind of pain, and sometimes just a phone call back is enough to
(Continued on Page Four)



SANDIA OMBUDS Wendell Jones (11N), left, and Mike Birnbaum (11C) talk about the first year in their new jobs during a recent interview. They say Sandians have welcomed their services, and their "business" is increasing all the time as the Labs forges ahead through restructuring, transition to a new contractor, change in work mix, and other changes triggered by the end of the Cold War. They're celebrating their first year with an open house today, 2-4:30 p.m., Room 107, Building 894.

This & That

Three Reach 35 - It's not uncommon for Sandians to accumulate 35 years of service, but it's certainly unusual when three people in the same department reach the 35-year mark at the same time. Dan Murphy, Richard Precit, and Richard Jankowski of Department 2254 all celebrate 35 years at Sandia between June 16 and July 16. You can see how well they've weathered the years by checking the feature photos on our milepost pages (eight and nine) in this issue.

* * *

A Penny for Jennie - Sandia pays its bills - to the penny. Jennie Negin (7700) recently submitted a medical insurance claim form for some X-ray services. A check for the appropriate amount was sent to her doctor, but because of a slight billing discrepancy, Jennie also received a Sandia check - for exactly one cent.

* * *

Let's See, I Think It's White - As I left work last week a little more disoriented than usual and walked to the wrong parking lot, it brought to mind the story about the fellow who waited a little too long to buy his "middle-age crazy" sports car. After he bought it, he could never remember where he parked it.

* * *

Sandia Stats - Several weeks ago, I came across some interesting employee statistics compiled by Accounting Services Dept. 151. The basic stats cover the past 10 years. Here are a few tidbits: Sandia employment grew only slightly, from 8,133 employees in FY83 to 8,589 in FY92, peaking in FY90 with 8,684 employees. The percentage of employees with college degrees has increased steadily, from 45.9 percent in FY83 to 51.7 percent in FY92. More in future columns.

* * *

That Post-Consumer Part Is Troubling - I once confused a reader by saying that the LAB NEWS is printed on partially recycled paper. Here's how a phamous phast phood restaurant says it on a carryout paper sack that our editorial assistant Janet Carpenter brought to my attention: "Made with Recycled Paper - 50 percent post-consumer content, 50 percent pre-consumer content." I haven't quite figured out if I'd wanna eat a burger from that bag or not.

* * *

Lessons Lots Cheaper - I promise not to bore you with continuing reports about my personal condition, but so many of you nice folks keep asking that I'll say briefly that I have bounced back nicely from the back surgery I had in February. In fact, I healed so quickly that I resumed playing golf several months ago. It even appears that my golf game is four to five strokes better per 18 holes, but I wouldn't recommend back surgery just to improve your game. For that kinda money, you can buy lotsa lessons.

* * *

Countdown to New Contractor - If all goes as planned, we'll know sometime next month which organization - Battelle or Martin Marietta - will be our new management and operating contractor in October. I have a personal prediction, but I'm keeping it to myself. Why? Here are two predictions from the past. From a military man way back in 1911: "Airplanes are interesting toys, but have no military value." From a respected US business magazine in 1958: "With over 50 foreign cars already on sale here, the Japanese auto industry isn't likely to carve out a big slice of the US market." ●LP

Replaces Secretarial Committee

New Secretarial Council Will Tackle Labs' Big Issues

Don't blink, warns Elena Holland (9204), because things may be happening pretty quickly for Sandia/New Mexico secretaries now that the former Sandia Secretarial Committee has altered its name and its mission.

The new and improved committee (for Sandia/New Mexico secretaries) is now called the Secretarial Quality Process Council (SQPC). But SQPC is more than a new name. The revamped council, in addition to recruiting new secretaries and advocating secretarial concerns to management, will now tackle issues that affect the Labs' overall performance, at least as far as they relate to secretaries.

The changes began in October at the annual Sandia Secretaries Conference in Albuquerque. During the conference, some secretaries said they didn't feel a part of a cohesive Labs secretarial team, and many believe secretaries often aren't represented on work teams that influence their jobs.

From now on, says Elena, the SQPC will focus on finding ways to further the Labs' mission by focusing on Labs-wide quality processes. Part of the council's approach will be to get more involved in Labs-level decision-making by establishing partnerships with process management teams, committees, unions, other secretaries, and management. The council will continue to publish *Secretarial Writings and Professional Standards (SWAPS)*, the quarterly newsletter for Labs secretaries.

OAs Represented, Too

A major change in the new SQPC will be representation. Secretaries from every job level will now be represented on the council - Office Administrative Assistants (OAAs), Management Aides (MAs), and staff secretaries - and the committee will grow from nine to 18 members. The addition of OAAs to the council increases representation from about 200 secretaries to more than 500, says Carol Kaemper (21).

The nomination process has also changed, says Elena. In the past, division secretaries nominated all members to the Secretarial Committee. Now, secretaries who want to serve on the SQPC can nominate themselves. Division secretaries will choose representatives from among the nominees. Nominees who are not chosen will be welcome on one of the council's sub-teams, working to address specific issues.

"We hope to get people on the council who are really interested in secretarial issues," says Elena, "rather than people who feel obligated to serve because their division secretary nominated them."

Elena says the four carry-over members of the Secretarial Committee - Elena, Carol Amedeo (210), Karen Smith (6500), and Glorianne Martinez (6203) - are now working to get new members of the 1993 SQPC on board. Doug Robertson (25) and Ralph Bonner (7500) are co-sponsors of the council.

The first meeting is scheduled for June 30. For more information, contact Elena on 845-9146 or any other member of the council.

●JG

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Earnings Factors April 1993

Long-Term Savings Plan for Management Employees (LTSPME)	Earnings Factors
AT&T Shares	.9849
Government Obligations	1.0056
Equity Portfolio	.9835
Guaranteed Interest Fund	1.0060
South Africa Restricted Fund	.9597

Long-Term Savings and Security Plan (LTSSP)

AT&T Shares	.9848
Guaranteed Interest Fund	1.0061
South Africa Restricted Fund	.9590
Equity Portfolio	.9834
Employer Stock Fund	.9848

How to Find Us

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New Toll-Free (800) Number for Dental Plan

On June 28, the toll-free (800) number for the Travelers (claim administrator for the Dental Expense Plan) will be changed to 1-800-842-6216. Please make a note of the change for reference until the claim forms and Dental Expense Plan Summary Plan Description can be reissued.

Ellen Ochoa Returns**Ex-Sandian Describes Nine Days in Space to Former Co-workers**

NASA astronaut and former Sandian Ellen Ochoa returned to Sandia/California June 1 to tell a full house of employees about her recent nine-day mission aboard the Space Shuttle *Discovery*.

During the April flight, *Discovery* carried Ellen and four other crew members aloft some 160 miles above the Earth. In nine days they made 148 orbits, logging some 3.9 million nautical miles.

Ellen said the scariest part of the mission was traversing the narrow 200-foot-high bridge leading to the hatch of the Shuttle, which belched gases and rumbled "like it seemed to be alive," in the words of one of her crew mates.

After liftoff, which exerted some 3 g's of force on the astronauts, Ellen was able to get out of her harness in eight and a half minutes to perform her first task — photograph the booster rockets as they separated from the craft. The crew was divided into two shifts, each working 12 hours and then resting 12.

Zero Gravity

The astronauts' main mission was to study contributing factors in the depletion of ozone in the atmosphere. They also measured the amount of energy that comes from the sun and solar winds and looked at chlorine species in the northern hemisphere.

During the flight, Ellen quipped to her crew mates that they were fortunate to have her onboard — her scattered hairdo was the only way they could tell they were weightless in the photos. Her husband, Coe Miles, who was watching flight monitors from Johnson Space Center, asked her if she was having another "bad hair" day.

She said she enjoyed the zero gravity and soon became accustomed to the freedom of movement it offered, plus having to stick every object she used onto Velcro pads attached to the ship's walls. Crew

Two *Discovery* crew members chased a free-floating water bubble with straws.

members also had some laughs playing with their food and beverages — a movie Ellen brought to her talk showed two astronauts chasing a free-floating water bubble with straws, sucking it up before it could collide with cabin controls and cause a problem. (Video copies of her talk can be borrowed from the Sandia/California Technical Library.)

Because they orbited the earth every 90 minutes, crew members witnessed 148 sunrises and sunsets. Using several cameras, they went through 8,400 frames of film during the trip, most of them for researchers who had requested photographic documentation of various land masses and environmental phenomena.

Ellen says she was struck by the vast amount of erosion apparent where forests had been cut, as well as the rivers carrying silt into the oceans. In her movie, giant plumes of smoke attested to the deforestation under way in parts of the world to convert the land to agricultural uses.

Snagged Satellite at 17,500 mph

One of her major roles on the mission was operating the robotic arm that deployed the Spartan satellite payload for studying the ozone layer, then retrieving it without a hitch two days later. That's quite a feat when you're traveling 17,500 miles an hour trying to keep up with a much smaller object in space and grabbing it on the first attempt. Her efforts received worldwide attention on television networks; congratulations from NASA ground control could be heard on live TV.

Crew members made a film for elementary school children, then used a "ham" (amateur) radio system to talk live to some 13 US schools and seven foreign schools as they orbited. Ellen even talked to



SPACE FLIGHT MEMENTOS — NASA astronaut and former California Sandian Ellen Ochoa, right, presented VP John Crawford (8000) a photo collection from her recent space shuttle mission. At left is Pat Falcone (8101), a friend of Ellen's and a former co-worker.

students at her former junior high school near San Diego, then went to the school following the mission to talk to them personally.

Return to Space in Two Years?

Since her return to Earth, she has visited more than a dozen other schools around the country. She has a rigorous speaking schedule for several months, then returns to Johnson Space Center in Houston for an assignment that will eventually lead to her return to space, "hopefully within the next two years," she says.

The shuttle's landing was delayed a day by

unfavorable weather conditions near the Kennedy Space Center in Florida, but when *Discovery* did come in for its 200-miles-per-hour touchdown on the three-mile-long runway, Ellen says the landing was uneventful. Ellen and crew were later honored at the White House and gave a private briefing to Vice President Al Gore.

During her Sandia talk, Ellen presented Labs VP John Crawford (8000) a montage of flight photos, plus a Sandia flag with a certificate stating it was flown on the *Discovery*. John says they will be placed in a special Sandia/California display.

•BLS

**SANDIA CALIFORNIA NEWS**

TEAM CELEBRATION — VP John Crawford (8000) hosted a site-wide teamwork celebration at Sandia/California recently, a barbecue on the Computing Center patio. Some 700 folks showed up to enjoy the barbecue and great weather. John and ES&H and Facilities Center Director Al West (8600) praised employees for their part in the Technical Safety Appraisal and other recent projects. The Symmetry of Jazz combo provided a "cool" touch.

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Busy Ombuds

give somebody a little better feeling.

Another thing I feel really good about is that people who come in to talk to us keep complete control of the subjects they want to address. They can come talk to us, then change their mind a week or two later without fear of having raised an issue that won't go away. Also it's interesting that people

"I think my involvement caused people to pause and think through what they wanted to do."

are satisfied after coming in to talk, regardless of whether I'm satisfied with the outcome. I've heard good feedback from people glad that Sandia instituted the Ombuds program.

LN: How about you, Wendell?

Wendell Jones: I see value on a number of levels. There're a few cases that were on their way to really horrible outcomes — some of them probably ending up in lawsuits and other similar expensive and ugly things. I've become involved in other situations in which I think everybody involved wanted to do the right thing but just got roped into doing things that they weren't particularly happy with. In those cases, I think my involvement caused people to pause and think through what they wanted to do.

I get calls on a regular basis from folks saying our [Ombuds] involvement was a factor in starting this or that program, that we helped get management's approval for them. They feel they not only got help at the moment, but feel stronger in terms of dealings with the institution and their managers.

LN: Do you feel that a lot of the problems that have come to you have been prompted by our transition to a new contractor, declining budgets, and other factors that have converged on this particular time in the Labs' history, or is it just business as usual?

Wendell: Since I didn't do it before August, I have nothing to compare it against. It's business as experienced. Fully half of the situations I've been involved in are difficulties between a person and

Open House Today

Sandia's ombuds are hosting an open house at the New Mexico office from 2 to 4:30 p.m. today. Wendell Jones (11N) and Mike Birnbaum (11C) will be available in Building 894, Room 107, to explain the Ombuds Program to employees.

They are also seeking invitations to meetings so they can spend about 10 minutes introducing themselves and discussing the program. If you would like to include them in a meeting, please call Lucy Milligan (New Mexico office) on 844-9763 or Ginger Common (California office) on 294-3030.

that person's immediate supervisor — staff member and department manager, department manager and director, director and VP. Problems include one-on-one communication difficulty, problems with performance interpretation, those sorts of things.

What I find is that the change in contract, the transition around that, budget difficulties, the shifting base of work at the Labs — all these contribute to an atmosphere of uncertainty. And the way it shows up is "I'm scared and I don't think my manager really appreciates my contribution." There's an increasing sensitivity to everything that's written down about performance. Where in past years people would take a critical memo and shrug their shoulders, maybe feel some pain about it, but get on with things, they're now extremely anxious

Typical Visit to the Ombuds

A typical inquiry, says Ombuds Mike Birnbaum (11C), could come from an employee upset about the job performance evaluation his manager wrote on the back of his Personnel Data Sheet.

For example, an employee talked with his manager, Mike says, and she declined to change the evaluation. He says he'd like Mike's intercession and it's okay for Mike to use his name in talking with the manager.

Mike schedules a meeting and tells the manager that her employee believes the evaluation is unfair. She explains why she believes it is fair. Mike asks if she would agree to a meeting with the employee, with him — Mike — present as a mediator.

She agrees to that, and the meeting takes place. The employee and manager each talk

about their differing views of what the words on the back of the employee's data sheet "say." They realize that their disagreement is based on each one's own interpretation of the words. With occasional input from Mike, they finally decide on mutually agreeable language.

End of conflict.

"It isn't always so cut and dried, or easy to resolve, and sometimes no one is happy with the result, despite everyone's effort," says Mike. "But the situation described is a fairly routine, middle-of-the-road example of how we operate."

The identity of the Ombuds client is never revealed, unless the client approves, no matter how difficult the absence of identification makes the problem to solve, he says.

about what it could mean with respect to budgets and organizational uncertainties. There's a higher risk appended to every little thing that happens, and people's anxiety levels reflect that.

LN: I know both of you do business at all Sandia locations. How do you find this breaking down? Mike, do you do most of your work in California?

Mike: I do most of mine in California, although there's some here and some in Nevada. I average coming here [Albuquerque] probably two trips a month and go to Nevada maybe once a month.

LN: In comparing notes, do you find that the two of you are seeing folks with the same kinds of problems?

Mike: As Wendell mentioned, about 50 percent of his cases involve one-on-one disagreements between an employee and a manager. Of those kinds of cases for me, it's closer to a quarter rather than a half. Maybe 20 percent of my cases deal with awards, recognition, promotion, performance, but they're not to the conflict stage. It's not so much "I think my manager has something against me" as it is "The process isn't working right." Then there's another, I don't know, 15 percent in the areas of discrimination and harassment of one kind and another, which could be from a peer or somebody else, and not necessarily a manager. I think some of our statistics are a little bit different, and that may reflect differences between the two major sites.

LN: I'm sure you've seen the articles we've run recently in the LAB NEWS about the EAP program, clearances, and all that. Have both of you gotten a lot of inquiries about that sort of problem?

Mike: Yes, and I think Wendell's term "anxiety level" sums it up. Those kinds of stories raise people's anxiety levels. The line of thinking goes like this: "I think my boss said our budget level is going down; does that mean that the memo he criticized me on means if we have a layoff I'm in deep trouble?"

I think they're very analogous to me in these uncertain times we're living in. It's transition, it's budget, the clearances — anything that raises the frustration or stress level is going to bring out the worst in thoughts about security and status.

LN: Have either of you had conversations with people who are concerned about the upcoming change in the clearance levels — Q versus L?

Wendell: The questions that come to me are: What's the difference between a Q and an L, is my mobility around the Labs going to be restricted if I let my Q go, and what will "bidding jobs" mean to me? — that sort of thing.

Mike: I think the key one is: How does it affect me personally? If I bid on a job and the manager wants me there at a certain time, but it takes 45 days to get my L upgraded to a Q, does that mean I'll miss out on the job? Managers have the same concerns: How will I work this problem, how

will it work having L-cleared employees on a project if they have to go into this building, who knows who can go — all the mechanics of really making it work.

LN: Have you heard any concerns from people who fear this as the beginning of a two-class system — with Q-cleared employees perceived as doing the Labs' most prestigious work and holding its most important positions?

Mike: What I've heard is: "I want the clearance so I can have the greatest openness to all jobs, and having the L says I can't look at certain jobs because the manager doesn't think he or she can get my Q clearance back. Doesn't that make me look like a second-class citizen?"

Wendell: I'm doing a little study on the side here in New Mexico in which I'm looking at how jobs in Organization 5000 get filled and how jobs in 6000 get filled. What I see is that we already have a lab that is pretty well partitioned, so those needing Q clearances for their jobs are people who go to and from other Q jobs. On the other hand, many people who came to work in the 6000 Organization have no interest in working in Organization 5000, or the weapons parts of Organization 2000. You could look at it right now and say that if we just labeled people as having Q's and L's and looked at their movement, within a handful of cases we're already pretty well partitioned and the real impact isn't going to be very profound.

If we had gone to Q's and L's 10 or 15 years ago, I guess I'd have been concerned about a caste system. But if you took the current on-roll employees who have never done a stitch of weapons work,

"Managers are calling to say 'I've got a situation and I'd like someone to talk to about it.'"

never looked at a classified document, never coveted a job, never looked at the people in the weapons jobs as really the "in" people, and give them an L, they would probably shrug and say "That's just as well." [See June 11 LAB NEWS for more information about Q and L clearances.]

LN: Do you get a lot of inquiries from managers, and if so, how far up the ladder, and what are their concerns?

Mike: I would guess that the inquiries I get from managers and up must be about 20 percent.

LN: Do they have the same kinds of problems as other Sandians?

Wendell: For me, all levels of management together comes to probably about 20 to 25 percent. That's been a steadily growing fraction of my business, probably because I've been out introducing myself to people and pointing out that I'm a resource to everyone. What I'm seeing are managers calling to say "I've got a situation and I'd

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ER 'Field Day'

chemical waste landfill in Tech Area 3.

Most MWLID technologies under development at Sandia are aimed at helping clean up contaminated waste sites in a faster, safer, and cheaper manner than is currently possible, says Cecelia. They also enable cleanup crews to obtain better information about subsurface conditions at remediation sites and to protect individuals from unnecessary exposures to hazardous wastes, she says.

As part of the tour, participants saw a small-scale model of a dry barrier, a capping technique that uses air flow to keep a layer of surface soil dry

Labs Hosts ER 'Info Day' at Winrock Shopping Center

Environmental restoration (ER) activities at Sandia/New Mexico are being featured tomorrow, June 26, at Winrock Shopping Center during a public information day sponsored by Environmental Restoration Project Dept. 7051. Several poster displays on the Winrock main level will feature ER sites at Sandia, explain what types of contamination might be present at many of the sites, and show what is being done to clean them up. The exhibit will be on display on the Winrock upper level for one month following the info day.

The purpose of the exhibit, says Al Stotts of Public Relations Dept. 7161, is to demonstrate Sandia's good faith efforts at environmental restoration to members of the Albuquerque community, especially those who may not normally come to a public meeting on the subject. It's all part of being a good neighbor, he says.

(Continued from Preceding Page)

Busy Ombuds

like someone to talk to about it." The fact that I'm totally outside any organization here at Sandia and I'm neutral and confidential tends to smooth difficulties with peers or with subordinates.

I'm also having managers, directors, even VPs, come to me and say, "Something's not right in my organization. If I could put my finger on it, I'd take some action. The problem is I know something needs to be done, but I don't know what. Is there some way I can involve you as an outside neutral to help me discern the difficulties and decide on a constructive course of action?" Then I become involved as a confidential mechanism for interviewing people in that organization, and to suggest some courses of action.

LN: What kind of concerns have both of you had recently about our transition to a new management and operating contractor?

Wendell: We find ourselves between the transition team's valid viewpoint that "We don't want to create a demand for information that doesn't

"We look on our function as 'the earlier the better' as opposed to the 'last resort' model."

exist" and employees' desire for more information. Employees feel it would help from time to time to hear "There is no new information." At that point, it's crystal clear they've not missed anything. When the lines of communication fall silent for long periods, people get concerned.

Mike: I agree with Wendell. Sometimes people appreciate hearing "We don't have a clue as to the answer to this question, but when we know, we'll pass it on."

so moisture can't seep into underlying soil and spread its hazardous constituents. They were also introduced to SEAMIST™ (see photo at right).

Soil Vacuum

Participants also saw entry points for an angled sonic drilling technology that is allowing researchers to drill underneath a lined chromic-acid pit in Tech Area 3 to detect heavy metal contamination in soil (LAB NEWS, May 14). The technology promises to help detect buried heavy metals at other sites.

The Thermal Enhanced Vapor Extraction System, TEVES for short, was a highlight of the tour. TEVES uses electrodes to heat contaminated soil, allowing researchers to vacuum released gases from the soil, clean them of hazardous constituents, then release them to the atmosphere. TEVES is a good example of a growing number of technologies for *in situ* remediation of hazardous wastes, says Cecelia.

Other technologies demonstrated include absorptive stripping voltammetry (an electrochemical metals analysis technique), Smart Sampler (a computerized statistical analysis tool for understanding environmental restoration data), and Guzzler (a high-speed vacuum and filtering system used to separate materials vacuumed during



SAMPLING SOCK — Cecelia Williams (7721) and Dave Cremer (Science and Engineering Associates) demonstrate SEAMIST™ to a group of industry representatives May 25. SEAMIST, one of several environmental restoration technologies now under development at Sandia, is an inflatable membrane that can carry sampling instrumentation into boreholes to measure subsurface conditions such as soil moisture, soil content, etc. It also helps maintain borehole integrity. For more on SEAMIST, see the May 14 LAB NEWS.

drilling operations).

By any account, the field days were a success, says Jennifer Nelson, Manager of Dept. 6621. "We can publish information about new technologies in the technical literature all we want, but that information may miss the public, the regulators, and potential industrial partners," she says. "The field days helped get this information out to the people who matter the most, and in a more timely fashion." ●JG

LN: How would you characterize your optimum operating method?

Wendell: Intuitively a lot of people at Sandia would have imagined Mike and me as being last resorts — including a number of managers concerned that we might be a short circuit around their appropriate prerogatives, that we should be seen as last resorts. What's actually happening isn't at all like that, though, and as informal resources we don't make policy or decisions, so it is impossible for us to be a last resort. We listen, offer suggestions, and help employees and managers alike work out problems.

The most hopeful situations are those in which people experiencing problems come to see Mike or me rather than continuing toward more and more polarization. The ones where people have hung in there and kept going, then come to one of us as a very last resort are usually so emotionally polarized that the ability to grow a consensus out of that is just really tough.

I feel confident in saying that any manager who has worked with me has become comfortable. Having been a manager for a number of years, the last thing I would want to do is undermine what's appropriately the part of the solution that is the responsibility of the manager. So we look on our function as "the earlier the better" as opposed to the "last resort" model.

LN: What can you say, with nearly a year's experience under your belt? What will you do or what could you recommend be done to the present process?

Wendell: There's a natural evolution, and Mike and I made a conscious commitment that we'd focus on the one-on-one client base, and out of that we would become more involved in organizations, looking at how we can help groups of people do things. I say to folks when I introduce myself that the Ombuds program is a terrific resource and that its key elements are that I'm outside any Sandia organization, I'm reporting

directly to the Sandia president, and I've got a strong basis for neutrality and confidentiality.

There are ways to put that resource to use that I haven't thought of yet, so I'm looking forward to creating some novel ways to make that unique resource more productive. The key needs are those of individuals and for us to become more creative about ways to put our special kind of resource to work in ways that Mike and I haven't even thought of yet.

Editor's Note: Mike is located at the California site, Room 212C, Building 912; he can be reached at work on 294-2065. Wendell's office, at the New Mexico site, is Room 107, Building 894; he can be reached at work on 845-8301. Both also have 24-hours-a-day phones: Mike on 510-410-8015 and Wendell on 505-263-5048. ●HK

Congratulations

To Juli and R.D. (365) Mackoy, a son, Caleb Hockman, April 24.

To Susan Romero-Sosa (7329) and Dan Sosa, a son, Nicolas Santiago Sosa, May 3.

To Joann and Stan (6471) Rosinski, a son, Alexander Nicholas, May 8.

To Denise (9617) and Jeff (9538) Carlson, a son, Tyler Jeffrey, May 22.

To Brenda and Dan (7905) Williams, a son, Kevin Scott, May 26.

To Carol and Ed (6514) Parma, a daughter, Julia Renee, May 29.

To Deborah Hansknecht (7324) and Mark Walker, a son, Kyle Patrick Walker, June 2.

To Vicki and Douglas (2337) Weiss, a daughter, Gabrielle Elizabeth, June 7.

To Lisa Mondy (1512) and Joel Miller (6514), a son, Elliot Jeffrey Miller, June 12.



(Continued from Page One)

Sandia Survey

for the report. Mike says although data collection is finished, analysis is still under way. Plans to address problems revealed by the analysis will be explored in a future issue of the LAB NEWS.

The initial stage of the project was to form focus groups. Six were formed — three from outside the Labs and three from within. The focus groups were convened in January, and the responses gathered from them were used in developing the April-May survey across the state.

Focus Groups Voice Concerns

The outside groups were labeled "higher socio-economic status" (individuals with incomes over \$30,000 and college degree or higher education); "lower socio-economic status" (income less than \$20,000 and education level of high school diploma or less); and "environmental activists" (active members, not leaders, of Albuquerque-area environmental-issues groups).

Internal Sandia focus groups were called "weaponeers" (scientific/technical employees at the Labs at least 15 years, involved mostly in weapons work); "ES&H scientists" (scientific/technical employees at the Labs five years or less, involved primarily in energy and ES&H work); and "represented employees" (non-scientist, union-represented blue collar and clerical employees).

Limited funding available for the survey project precluded establishing focus groups for other specific internal and external population segments.

"Some of the respondents said, 'We like what you're doing in general, but we need to see some deeds — not just words about what you're doing, not words about your research,'" Mike said in a recent Radio Sandia interview. "How are you helping the community; are you involved; are you participating?"

Sandia: Split Personality?

UNM Professor Hank Jenkins-Smith, who conducted the focus group sessions, wrote, "Sandia is perceived as having a split personality, both by those outside and its own employees. Most of those in the external groups saw the Laboratories as providing substantial — maybe even crucial — economic sustenance to the Albuquerque area. . . . But the dark side of the Labs' personality emerges readily in the form of unwarranted or spooky secrecy, arrogance, and environmental threats."

Focus groups drawn from within the Labs, Jenkins-Smith wrote, "indicated a mix of concern, frustration, and anxiety about relations with the external publics. The bulk of the public were seen as disengaged, uninformed, and largely inert with respect to issues confronting Sandia.

"Many despair of ever having a reasonable or constructive relationship with the press, and instead thought the most successful long-term strategy would be to 'educate the public,'" he added. "The result is, again, a split personality, though this time the split is between the 'real' Sandia apparent to many of its employees and the Sandia 'public image' constructed by the activists and the press."

Jenkins-Smith wrote that the dominant image of Sandia held by members of the higher socio-economic group was that the Labs plays "positive and welcome economic, educational, and cultural roles in the Albuquerque area." They also, however, feel there is a "dark side" of Sandia that produces an aura of "secrecy, untrustworthiness [by association with government in general], and the threat of an almost certain environmental 'accident waiting to happen.'"

'Groping for Impressions'

Members of the lower socio-economic group, he wrote, hold the same perceptions, although with greater intensity on both sides, and with greater emphasis on the "dark side" issues. They showed more variation and uncertainty than mem-

bers of the first group, he added, and the fact that they "had apparently not thought extensively about these issues before attending the focus group," makes them more volatile in "groping for impressions."

Predictably, he wrote, members of the environmental activist group feel a sense of outrage and powerlessness in their relationships with the Labs, even though several members of the group pointed out its economic and educational importance to the area and noted it is a "potential national treasure."

They are convinced, he added, that "behind the shroud of secrecy, Sandia is hiding the results of massive environmental blunders from earlier and present activities. Based on 'horror stories in the news' about toxins, radiation, and regulatory violations, this group conveyed a strong sense of disaster waiting to be discovered at Sandia."

Members of the Sandia weaponeer focus group perceive "a vast gulf between the Labs researchers and the external publics," the active segments of which "are dominated by 'extremists' who are committed to a far-left political agenda, and who are able to mobilize segments of the 'mainstream' public via skillful use of the press," Jenkins-Smith concluded.

Media Vulnerable to Extremists

The weaponeers believe "the media are vulnerable to the extremists" because reporters generally are not well prepared to deal with highly technical issues, he said. Media interactions are hampered still further, he added, by the frustration Labs scientists experience in trying to communicate with reporters who have such difficulty understanding those technical issues.

Although they feel perhaps somewhat less intensively, members of the Sandia ES&H group have generally parallel impressions. They feel, Jenkins-Smith wrote, that "despite possibly excessive environmental safeguards and a policy of openness to the public, the media, activists, and the public continue to react irrationally and emotionally to environmental controversies involving

The weaponeers believe "the media are vulnerable to the extremists."

Sandia. The root of the public's reaction is seen to be ignorance, for which there is no near-term solution."

Members of the represented Sandians group, wrote Jenkins-Smith, view the Labs as an excellent employer, "but do not perceive themselves as able to be strong and positive spokespersons for the Labs." They feel that compartmentalization in their work makes it impossible for them to say confidently what might — and might not — be happening at the Labs.

"Of equal importance," though, he added, "is the culture of secrecy — and the potential for loss of clearances — among Labs employees. All of these factors inhibit them from talking, for better or worse, about their jobs and perceptions of Sandia."

When all these perceptions are mixed together, Jenkins-Smith concludes, there is not one image, but two: "The real Sandia apparent to many of its employees, and the public Sandia image constructed by the activists and the press." ●HK

Focus Group Members: What They Think

Different people and different groups hold widely varying views about Sandia's past and present work, and its future. Here are some examples of strongly felt opinions:

- Sandia weaponeer focus group — "They [extremists] portray us [Labs scientists] as war criminals, so they won't even talk to us. They just proselytize and seek to convince others that we are evil."

- Sandia ES&H focus group — "Sandia wasn't saying 'Trust us' [about possibly dumping 50,000 gallons of very slightly radioactive water into the Albuquerque wastewater system]. We said 'Here are the facts,' very dispassionately. But TV just picked up the activists and the emotionalism."

- Sandia represented-employee focus group

— "Secret stuff is distrusted. It's assumed that if it isn't disclosed, it must be bad."

- External higher socio-economic focus group — "They [weapons labs] didn't know how to handle environmental waste early on. What's to say they know how to handle it now?"

- External lower socio-economic focus group — "We have the most brilliant people in the world learning to make better bombs. What a waste! Why not focus on [cleaning up] nuclear waste, or on solar power?"

- External environmental activist focus group — Sandians are "arrogant, extra-legal, insular, narrow, and impractical. They're not connected to everyday reality — by choice!"

For Your Benefit

Suggestions for Lovelace HMO Members

The following information is provided to assist members of the Lovelace health maintenance organization (HMO) in using Lovelace services:

New Hours for On-Site Representative

The Lovelace on-site representative, Jaralyn Carda, is at Sandia in the Benefits Department, Bldg. 832 East, from 9 a.m. to 1 p.m. the first Monday of each month. If you have questions or concerns about the Lovelace HMO at other times, you may contact the Lovelace Member Services Department on 262-7363, ext. 8190, or Jaralyn on 262-7510, ext. 8026.

Tips for Making Appointments

When making an appointment, clearly state the nature of your medical problem and how quickly you'd like to be seen. You may request that a nurse or the physician call you back to assist you in determining the urgency. If you do not state that the request is urgent, you will be given an appointment appropriate for a routine exam. Lovelace will

attempt to call you the day before your appointment to confirm the time and the provider you will be seeing. Please contact the clinic as soon as possible if you are unable to keep your appointment. Also, if you move or change your telephone number, please inform Member Services by calling 262-7363, ext. 8190.

Take your Lovelace card and present it when you check in for your appointment. If you haven't been seen after 20 minutes, inform the receptionist.

To avoid delays in scheduling your follow-up appointment with your primary care physician or a specialist, schedule your next visit while you're still in the doctor's office.

Dental Prescriptions

If you are a Lovelace HMO participant and you require medication as a result of a dental procedure or condition (for example, an antibiotic or pain medication), please be aware that Lovelace will not fill a prescription written by a non-Lovelace dentist. ●

Affirmative Action and Diversity Are Not the Same

Labs Team Tackles a Tough Topic: Accepting, Valuing Everybody

By Bob Eagan (1700), Chair, Corporate Diversity Team

Department staff meeting, 8:15 Monday morning:

Boss: Joe, form a team to design XYZ.

Joe: Sam, Bill, George — since we worked on ABC, I'd like you to work with us on the new XYZ project.

Boss: Good team! You all have worked together for years and share the same approach to problems.

Sound familiar? Like it or not, we all form teams with people who think like us and, often, look like us. To practice diversity means thinking about building teams of individuals with complementary strengths that go beyond technical competence to include individuals with different views. Diversity also includes accepting more obvious differences of gender and ethnicity, and recognizing that differences often strengthen teams.

"Sometimes, differences in gender, ethnic background, and job assignment lead to a feeling that individuals are treated unfairly and denied career opportunities," says Berweida Learson, Manager of Diversity Planning 612.

Our newly formed Corporate Diversity Team is addressing these issues. The team comprises 14 employees representing different races, ages, genders, job levels, and job functions at the Labs. "Our primary goal is to encourage a culture that accepts and appreciates people's differences — people's uniqueness," says team member Christine Chavez (5901).

The Task of the Team

One of the fascinating features of this diverse team is that it is itself a microcosm — or a living laboratory — for how a team of people who are very diverse can work together effectively and, through the synergy of the individual team members, produce some great results. And although the team has only been together for two months now, "great results are what we're all expecting from the group," says team member Frank Biggs (9312).

One of the team's major challenges is developing a diversity plan for the Labs that will result in a better working environment for all Sandians. A starting point is helping Sandians understand what diversity is and that its aim is to include people and not target particular groups. One of the greatest misconceptions at the Labs is that diversity and Equal Employment Opportunity/ Affirmative Action (EEO/AA) are the same. They are not.

"Diversity is recognizing and respecting the uniqueness that we all bring to the



CORPORATE DIVERSITY TEAM members discuss some of the issues they're addressing for the Labs. From left: Brenda Barajas (9213), Anthony McDonald (1112), Bob Eagan (1700), Gary Randall (2645), and Gina Bell (7142).

workplace," Berweida says. "It is making it possible for everyone to contribute fully to the work and success of the Labs. Sometimes people feel hindered from contributing fully because of preconceived notions that others have about them."

The team has already begun the arduous task of sifting through data to get clearer on what the issues are at the Labs concerning teamwork, respect for the individual, fairness, appreciation of differences, and other people-related concerns. About a hundred people participated in a random-sample telephone survey in late March, in which the aim was to update and validate issues that had surfaced in previous surveys. "The answers were no surprise," says Linda Logan-Condon (612). Responses were similar to results of the 1992 *Sandians Perspective* survey. In addition, many of the problems were similar to problems identified during a 1990 audit of Sandia/California by the Department of Labor.

Based on the data, the team has begun to identify key objectives to tackle first — such as heightening awareness of diversity issues and creating a clear picture of the cost/benefits of changing versus ignoring the situation. In

addition, the team will be exploring some best practices of diversity in the workplace from industry leaders such as Corning, Inc., and Johnson & Johnson.

We're All in This Together

A point to keep in mind is that diversity in the workplace is not just an issue for the Diversity Leadership Center in Org. 600, or the Human Resources Center, or upper management — although all of these groups have a responsibility in this work. When team members were being interviewed for this assignment, some of the reasons they gave for wanting to be on the team were that they saw some problems in how people were treated differently across the Labs, and they wanted to get involved in helping to be a part of the solution. The team is hoping that others — from all parts of Sandia — will also want to get involved and create a real partnership across the Laboratories in improving our workplace environment, relationships, and productivity. ●

Retiree Deaths

William Stodl (71)	May 1
Richard Jones (68)	May 5
Dale Hanely (74)	May 5
Reba Garrison (55)	May 11
George Roberts (91)	May 12
Eugene Baker (84)	May 15
Rolyn Baack (56)	May 15
Donald Fossum (75)	May 17
Earle Pace (83)	May 20
Alvar Anderson (75)	May 25
Arsenio Baca (77)	May 30

Sympathy

To Wil Gauster (6906) on the death of his father in Vienna, Austria, May 31.

To Cecelia Williams (6621) on the death of her father in Albuquerque, May 31.

To Steve Ortiz (9538) on the death of his mother in Albuquerque, June 1.

To Sue Sozanski (4524) on the death of her mother in Michigan, June 4.

To Jim Powell (9300) on the death of his father in Houston, June 11.

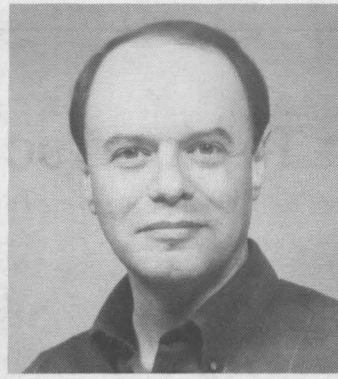
PREDICTING nuclear weapon stockpile needs for the year 2003 isn't easy, but that's what William Shuler (left) did last Friday at Sandia during a week-long nuclear weapons symposium sponsored by the Defense Programs Sector. Shuler, new Deputy Assistant to the Secretary of Defense, is seen here visiting with Sandia's Roger Hagengruber, VP of Defense Programs 5000. Symposium Chairman Joe Abbin (5803) says the meeting was a tremendous success, attracting about 400 participants who explored the "cradle-to-grave" responsibilities Sandia has for the nuclear weapon stockpile.



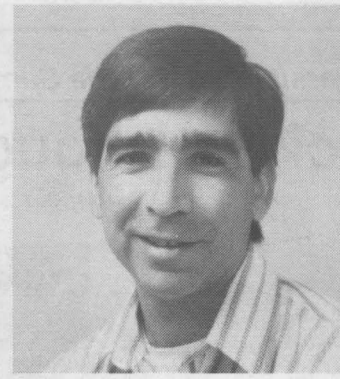
MILEPOSTS

LAB NEWS

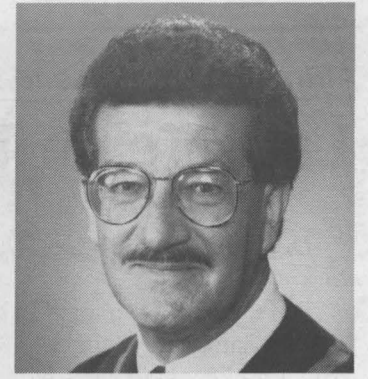
June 1993



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Gilbert Benavides
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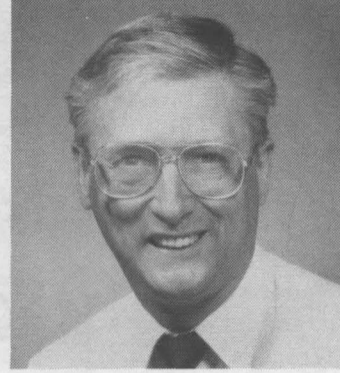
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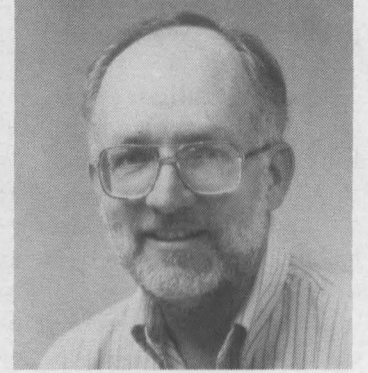
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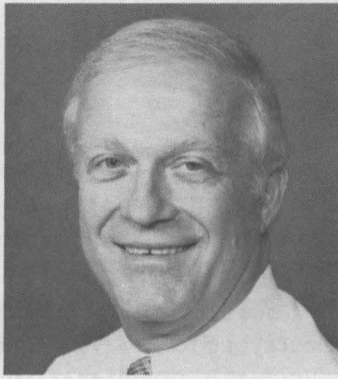
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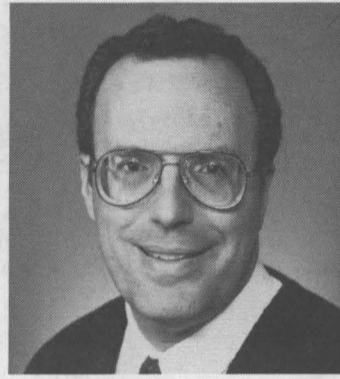
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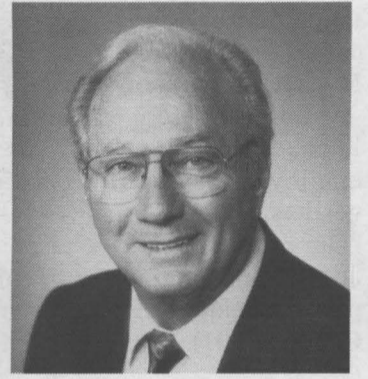
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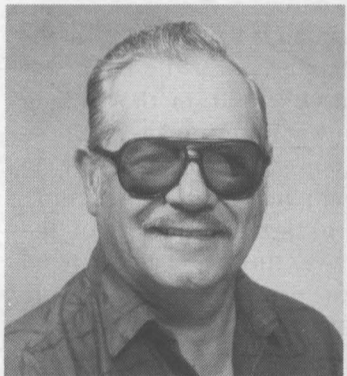
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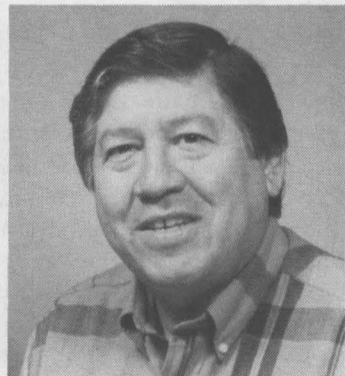
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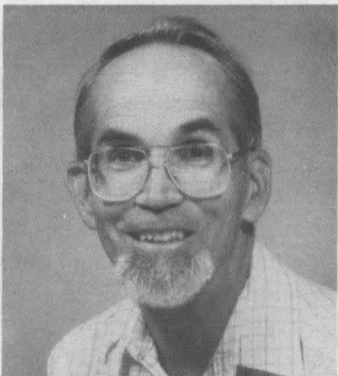
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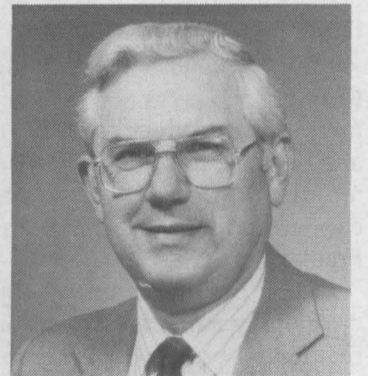
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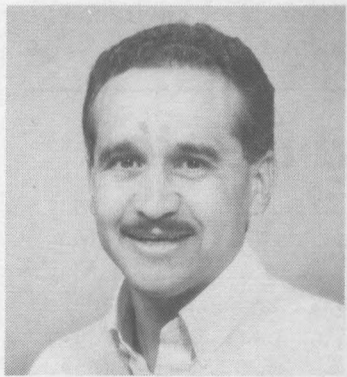
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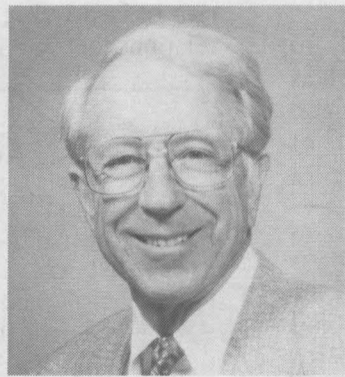
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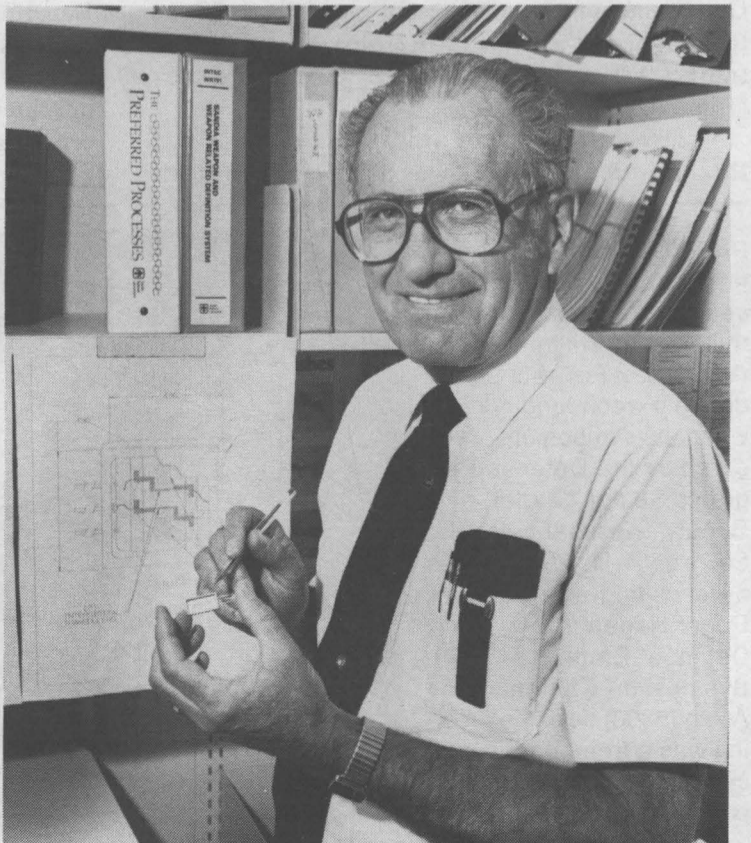
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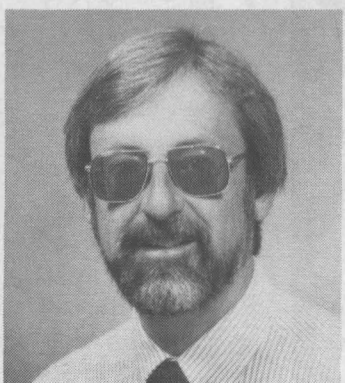
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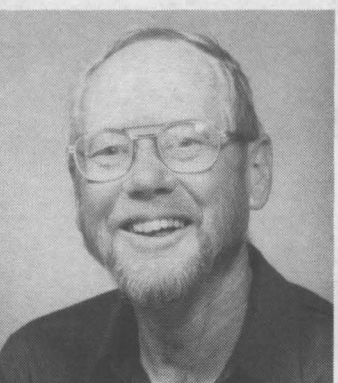
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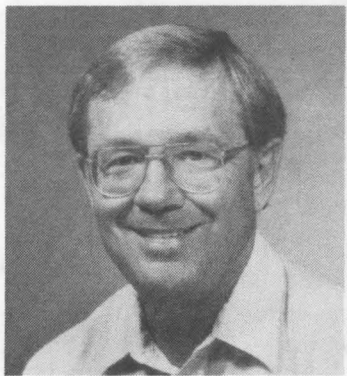
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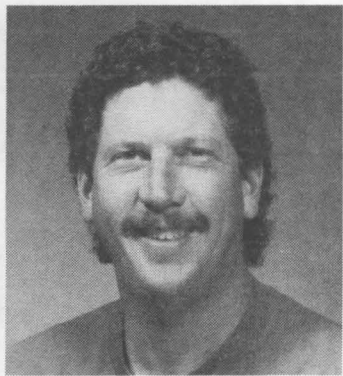


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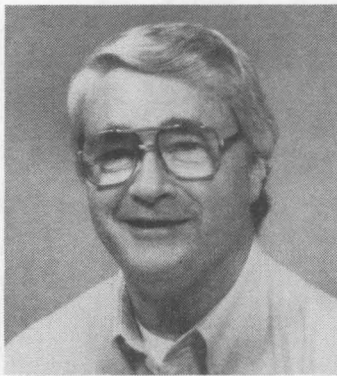
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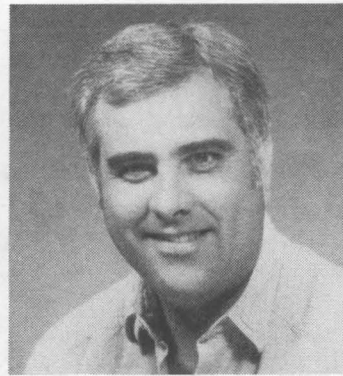
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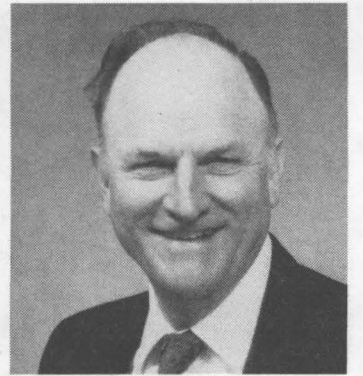
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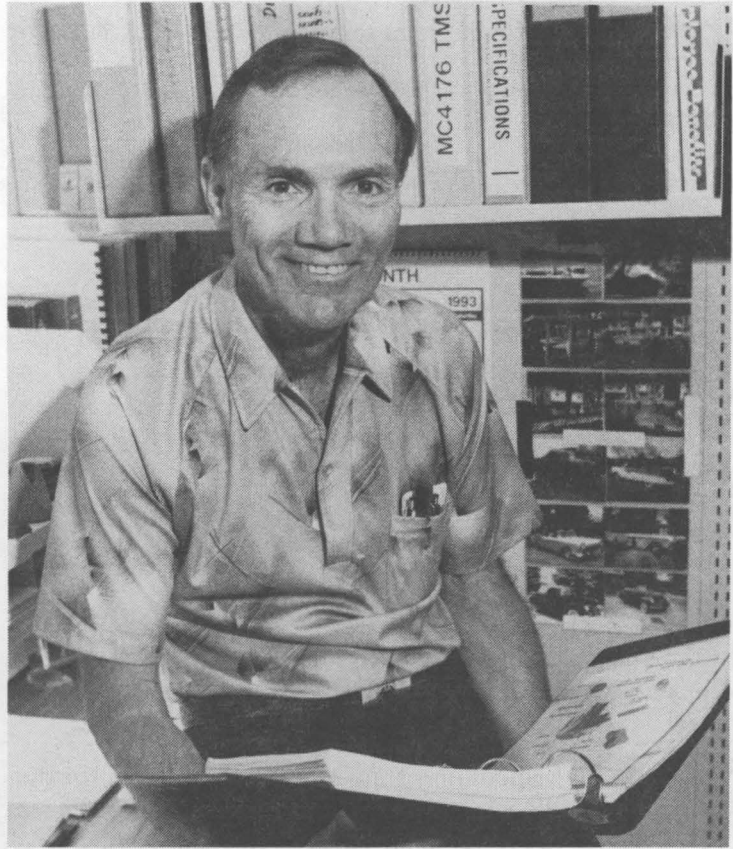
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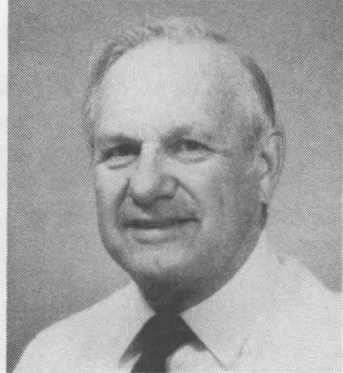
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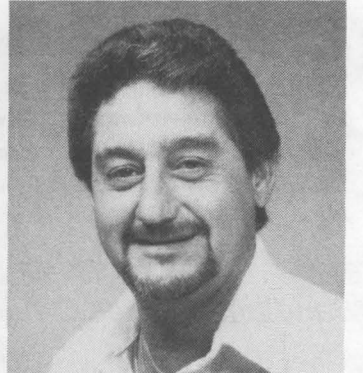
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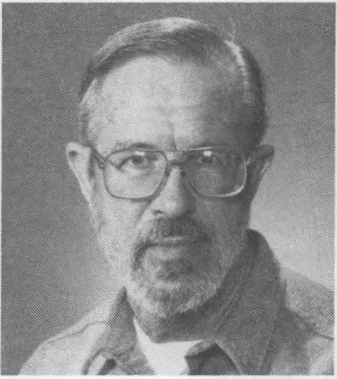
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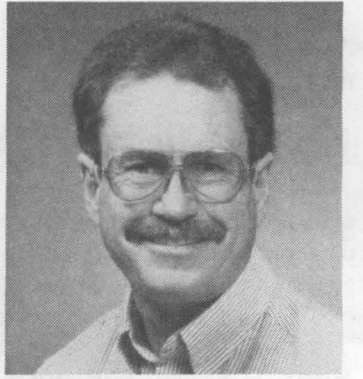
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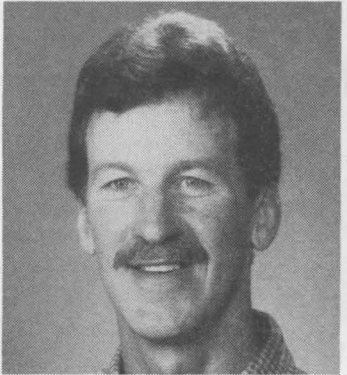
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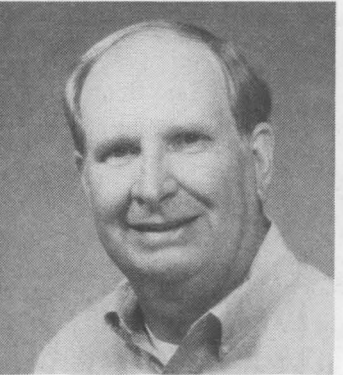
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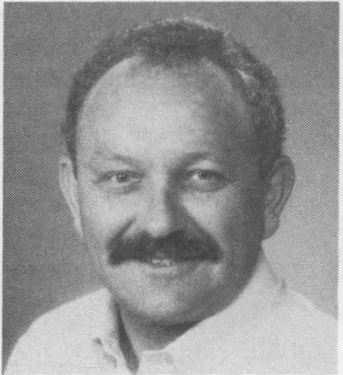
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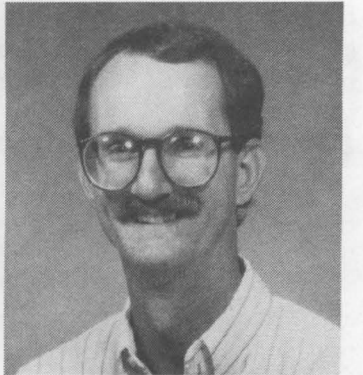
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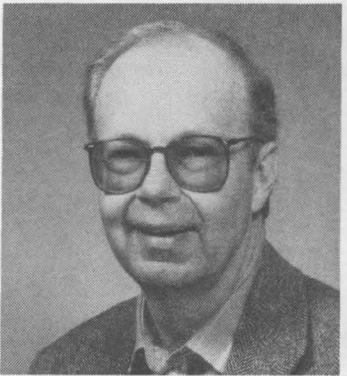
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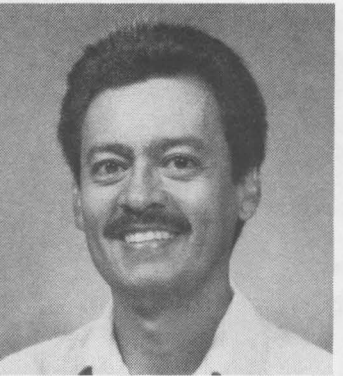
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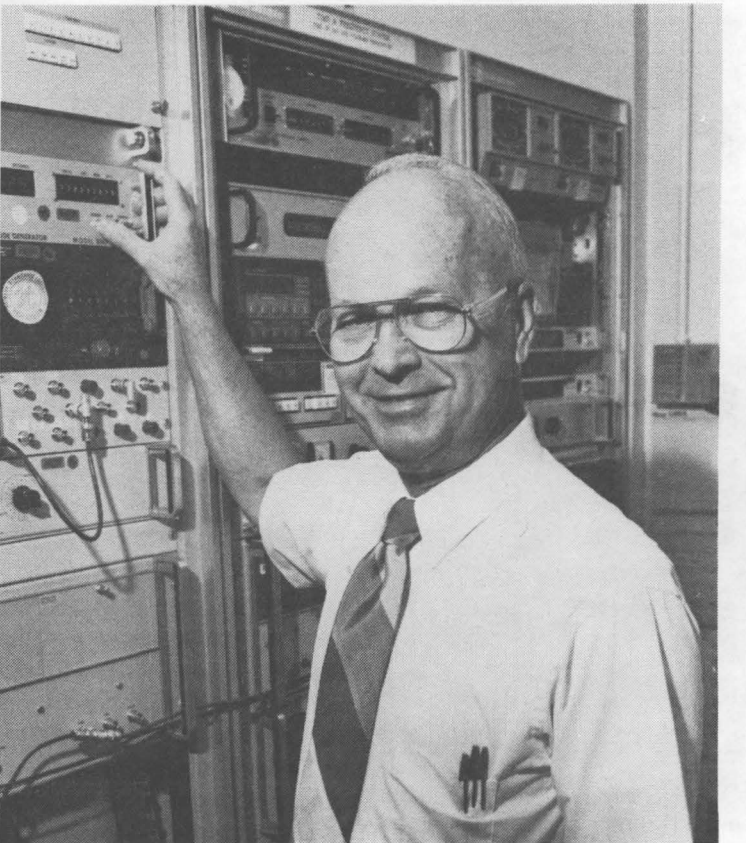
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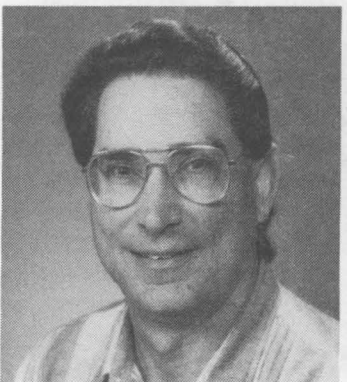
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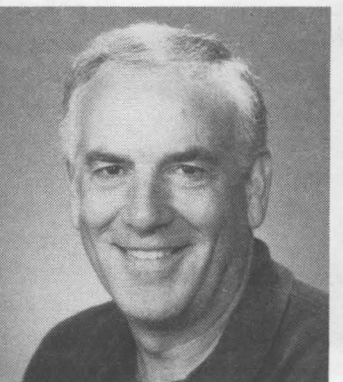
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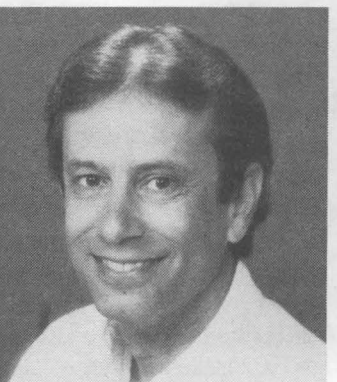
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Larry Brown
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Curtis Specht
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Sandia News Briefs

Susan Dingman Receives Top Honors for Recent Dissertation

Susan Dingman (6412) was awarded the Y. C. Hsu Memorial Award during the University of New Mexico's May 1993 Engineering Convocation held at Popejoy Hall. The \$750 award was established in honor of Professor Y. C. Hsu, a former distinguished member of UNM's mechanical engineering department. The award is given every two years in recognition of the most outstanding PhD dissertation during that time.

Susan received her PhD in Mechanical Engineering from UNM as part of Sandia's University Part-Time program. Her dissertation was "Three Dimensional Simulation of Fluid Particle Interactions Using the Boundary Element Method."

Russian Weapons Scientists Visit Labs to Study Nuclear Safety

US and Russian weapons scientists met in New Mexico June 14-18 to discuss nuclear power safety and possible collaboration on related peacetime projects. The four day meeting, which included a tour of Sandia's experimental reactor research facilities, was a part of a Sandia-sponsored Nuclear Power Safety Workshop to encourage scientific exchanges and help Russia sustain safe nuclear power. Another goal of the event, says organizer Walt von Riesenmann (6403), was to help prepare grant proposals to engage Russian scientists in non-weapons research.

Sandians Elected Officers in Project Management Institute

Several Sandians have been elected to offices in the Rio Grande Chapter of the Project Management Institute (PMI). They include: Steve Goldstein (6505), President; Don Glidewell (7013), President-Elect; Frank Dean (5153), VP-Education; Clay Pryor (7722), VP-Communications; Brad Wisler (7013), VP-Membership; and Alice Maese (6903), VP-Finance. Immediate Past President is Ed Weinbrecht (6611).

The Rio Grande Chapter of PMI was founded in 1986 by several Sandians and members of the Albuquerque business community to support the national organization in fostering professionalism in project management.

Workshop Updates School Administrators on Computer Issues

Richard Allen, Manager of Applied and Numerical Mathematics Dept. 1422, Cassandra Shaw (1422), and Lucille Verdugo of Computational and Computer Sciences and Mathematics Center 1400 were recently part of a DOE-sponsored computational science workshop for New Mexico primary and secondary school administrators. The purpose was to update the attendees on advances in high performance networking and computing and examine opportunities for implementing these technologies in grade K-12 classrooms.

Energy & Environment Strategic Sector Plan Now Available

Sandia's Energy & Environment (E&E) Sector recently published its strategic plan for FY93, says Marijo Myers of Business Systems Dept. 6902. Following in the steps of the Labs-wide Strategic Plan, the E&E Strategic Sector Plan outlines where E&E missions overlap with other sectors and what goals are unique to the sector. Copies have been mailed to all E&E sector employees. Additional copies are available by calling Sandia Line on 5-6789, pressing 9 for quick dial, and then dialing 1050#.

David Braudaway Appointed to IEEE Nominations Committee

David Braudaway of Measurement Standards Dept. 4343 was recently appointed to the Nominations and Appointments Committee of the Institute of Electrical and Electronics Engineers (IEEE). The appointment was made by the IEEE Board of Directors, which oversees the committee.

Dave is also chairman of the IEEE Technical Activities Board's Awards and Recognition Committee and chairman of the IEEE Awards Board's Awards Planning and Policy Committee. In addition, he is senior past president of the Instrumentation and Measurement Society and chairman of the Instrumentation and Measurement Technology Conference Board. IEEE is an international society with more than 320,000 members.

Send potential Sandia News Briefs to LAB NEWS, Dept. 7162.



ON THE PROWL — With a little direction from Bryan Pletta (9616), HAGAR (the High-Agility Ground Assessment Robot) — the military version of RATLER (Robotic All Terrain Lunar Exploration Rover) — struts its stuff for visitors from the Defense Oriented Conference Association (DOCA). A prototype battlefield scout robot, HAGAR was one of several dozen technologies the 65 DOCA members saw during a June 11 fact-finding visit to Sandia/New Mexico, sponsored in part by the Defense Department.

Al Narath To Deliver 'State of Labs' Talk

Sandia President Al Narath will discuss the State of the Labs during his quarterly dialogue sessions with all employees during the next couple of weeks. All employees are encouraged to attend.

The California sessions will be held Wednesday, June 30, at 8:30 and 10 a.m. in the Bldg. 904 auditorium. Employees with last names beginning A-M should attend the 8:30 a.m. session; N-Z should attend the 10 a.m. session.

Albuquerque sessions will be held Tuesday and Wednesday, July 13 and 14, at 8:30 and 10 a.m. each day in the Technology Transfer Center (Bldg. 825). Employees should attend the session assigned by last name at the following times:

July 13	8:30 a.m.	A-M
	10 a.m.	N-Z
July 14	8:30 a.m.	A-M
	10 a.m.	N-Z

Take Note

Meals on Wheels helps nourish bodies and spirits of homebound adults. Volunteers deliver hot noon meals to the doorsteps of more than 400 elderly, handicapped, and convalescing people in the Albuquerque area five days a week, 52 weeks a year. Volunteers are needed, especially drivers, for a couple of hours on any weekday. If you're interested in volunteering, call 822-6004 for information.

Upcoming New Mexico Volunteers for the Outdoors (NMVFO) opportunities: Capulin Picnic Area Project in the Sandia Mountains on Saturday, July 10, needs volunteers to install barriers that will prevent vehicles from driving into the areas near the picnic grounds and to install safety railings on the cliffs at the end of the cross-country ski area. For information about this project, call Sam Beard on 821-0309 or the NMVFO office on 884-1991.

Pecos Trails Project in the Sangre de Cristo Mountains on July 10 and 11 needs volunteers to maintain the Hamilton Mesa Trail, specifically to install water bars and check dams and to close parallel trails. This is a backpacking trip, with a limit of 12 volunteers needed. Call Glen Kepler on 296-0402 or Jay Holwich on 345-8860 for information.

NMVFO has been asked to help with the annual Run for the Mountains, sponsored by the Sandia Ranger District. This fun run is on Saturday, July 24, on the east side of the Sandias. Volunteers are needed to help direct runners and to staff water stations along the race route. If you can help, call Dave Fletcher on 293-9525.

Membership in the New Mexico Volunteers for the Outdoors helps support many projects, but membership is not required to assist on a project. For information about NMVFO and other upcoming projects, call 884-1991. The next general NMVFO meeting will be July 7, 7 p.m., Home Office Plaza Clubhouse (2403 Menaul NE, between Menaul and I-40 exit).

Retiring and not shown in LAB NEWS photos:

Welcome

Albuquerque — Sharon Curtis (154), Sheryl Henry (7713), Carol Romero Jones (7142), Lance Lippert (7714), Kay Schardein (7053), Jeanne Young (154). Other New Mexico — Roger Lenard (6501).

Elsewhere: Arizona — Lori Brockway (7322); California — Brian Bray (2336), Clifford Ho (6115); Michigan — Peter Menge (1231); North Carolina — Sheila Black-Ormond (5513); Texas — Philip Heerman (9616).

Feed Back

Fun & Games

Women's Fun Run — The American Cancer Society is sponsoring "Making Strides for Women's Cancer," a 5K fun run for women and girls only, Sunday, June 27. Staggered starts begin at 7:45 a.m. at the race course on Eubank south of Central (entrance to Kirtland AFB). The 5K run is a special event to draw attention to the fact that women's cancer is on the rise, and to the importance of early cancer detection and prevention. A two-mile walk will also be held for all who wish to participate, including strollers. Proceeds go to research of women's cancers. The run is sponsored by USA+ United Service Association for Health Care and is sanctioned by New Mexico Track and Field. Entry fee is \$12; all participants receive a T-shirt. For race information and registration, contact Martha Holcomb at the American Cancer Society on 262-2333.

Q: Under the old twice monthly pay system, the gross pay in each paycheck was calculated by an obvious formula: salary divided by 24 pay periods. Under the weekly pay system, I have found the gross pay per paycheck to be salary divided by 52.2, which results in less gross pay than dividing salary by 52.143, the actual number of weeks in a normal year.

Why does Payroll use 52.2 as the number of pay periods, and at what point is the shortage in total pay for the year made up?

A: Sandia Laboratories Instruction 4111, "Paying Employees," provides the guidelines for equivalent weekly pay rate computation.

The 52.2 weeks used to arrive at equivalent weekly pay rates is based on an average number of workweeks in a calendar year. In any given calendar year, the possible number of workweeks are 52.0, 52.2, or 52.4, depending on whether it is a leap year and how the weekends fall. The industry standard and the number used by AT&T is 52.2.

The 52.143 weeks cited as "the actual number of weeks in a normal year" is arrived at by dividing 365 days by seven. Since we only pay employees for workweeks (five workdays, not seven weekdays), 52.143 is not a valid number for payroll purposes.

Melodie Eyster (150)

UNCLASSIFIED ADVERTISEMENTS • UNCLASSIFIED ADVERTISEMENTS • UNCLASSIFIED ADVERTISEMENTS

Deadline: Friday noon before week of publication unless changed by holiday. Mail to Dept. 7162.

Ad Rules

1. Limit 20 words, including last name and home phone (the LAB NEWS will edit longer ads).
2. Include organization and full name with each ad submission.
3. Submit each ad in writing. No phone-ins.
4. Use 8 1/2- by 11-inch paper.
5. Use separate sheet for each ad category.
6. Type or print ads legibly; use only accepted abbreviations.
7. One ad per category per issue.
8. No more than two insertions of same "for sale" or "wanted" item.
9. No "for rent" ads except for employees on temporary assignment.
10. No commercial ads.
11. For active and retired Sandians and DOE employees.
12. Housing listed for sale is available for occupancy without regard to race, creed, color, or national origin.
13. "Work wanted" ads limited to student-aged children of employees.

MISCELLANEOUS

- CALCOMP COLORMASTER PRINTER, thermal wax process produces superb color prints, cost \$3,995, sell for \$1,500 OBO, trades considered. Scott, 281-4332.
- TEEN BED UNIT, w/storage drawer, nightstand, bookcase, & twin-size Sealy mattress, Danish teak, excellent condition, \$300. Lindell, 299-8452.
- OUTBOARD MOTOR, Sears, 7.5-hp, low hours of use, good condition, \$250. Lane, 299-7925.
- MILK GLASS, Fenton candy-ribbon-edge relish set, \$50. Haines, 296-9738.
- FLUKE 8021B MULTIMETER, w/carrying case & probes, \$85; Whirlpool air conditioner, 5,000-Btu cooling, fits windows 25" to 38", \$80. Tafoya-Porras, 281-9610.
- OILED OAK BOOKCASES, two, 24" x 36", \$25/ea.; walnut-stained folding bookcase, 28" x 33", \$25. McDonald, 899-8578 after 6 p.m.
- SOMMA WATERBED, queen-size, 60" x 80", 7 cylinders, w/frame, uses standard sheets, good condition, \$250 OBO. Donnelly, 293-0542.
- NIKON LENS, Nikkor 70-210mm, auto-focus zoom, f4, excellent condition, \$200. Gomez, 291-0691.
- HOLLEY CARBURETOR, 2-barrel, 600 CFM, w/air cleaner, \$100 OBO. Wilde, 281-4511.
- ORGAN, "Thomas," excellent condition, \$400. Lloyd, 889-8934.
- COLLIE PUPPIES, purebred, AKC-registered, 3 females, 1 male, w/shots, excellent markings, \$225/ea. Benavidez, 294-2721.
- DISHWASHERS: Glenwood, almost new, \$85; Kenmore, \$10; S&W pistol, 9mm, \$250; Firestar, 40 S&W, \$350; Mauser, broom handle, 9mm, \$350. Shamblin, 293-2568.
- HONEYWELL FUEL SAVER, automatic, heating/cooling, thermostat and subbase, Model T8085, w/owner's manual, excellent condition. Wagner, 823-9323.

- SOFA SLEEPER, queen-size, blue patterned covering, includes matching throw pillows, \$450. Alam, 281-7760.
- WATERBEDS, two, queen-size, w/sheets, \$150/ea.; baby crib w/mattress, \$50; autumn-colored couch, \$225. Biskis, 281-2584.
- POOL TABLE, barroom size, coin mechanism disengaged, includes cue sticks and rack, needs felt and bank renew, \$375. Williams, 266-6724.
- MACINTOSH SOFTWARE, \$20. Hietala, 867-9577.
- LAWN MOWER, rear bagger, 3.5-hp, excellent condition, \$85; king-size bed frame, \$70; Minolta VHS camcorder, full-size, w/batteries, \$250. Stuart, 265-7315.
- OPERA TICKETS, two, for the "Magic Flute" in Santa Fe, July 10, \$50/ea. OBO. Slutz, 299-3683.
- WEIDER WEIGHT BENCH, w/leg extension, 110 lb. weight set; B & W darkroom setup, complete. Johnson, 899-8410.
- WATERBED UNDERDRESSER, six-drawer, \$35; double bed, excellent condition, \$50. DeReu, 275-2336.
- BEDSIDE COMMDES, two; bedrails, one set; utility cart, w/electric plug-in; Craftsman soldering gun, heavy duty. Pitti, 256-1629.

- NINTENDO and 5 games, \$50; foosball table, \$35; bumper pool, \$20; swing set, heavy gauge, in concrete, free. Leslie, 293-0339.
- EXERCYCLES, two, one motorized, \$180 and \$80. Gallegos, 294-0233.
- CONSOLE TV; big, comfy chair; computer; dog house; children's clothes, newborn to 18 months. Hammond, 294-2045.
- PING-PONG TABLE, fits on top of pool table, \$30. Bailey, 821-4394.
- AIRLINE TICKETS, two, Hawaiian Airlines, any islands, any time, fully transferable, use by Dec. 31, 1993, \$90. Caskey, 294-3218.
- FISHER CAR SEAT, good for infant or toddler, excellent condition, \$45; book, *Guide to Taking the GRE*, \$2. Cibicki, 877-7098.
- PANASONIC WORD PROCESSOR, includes ribbons and diskettes, new; Nikon camera, many features, extra equipment. To, 293-7455 after 5 p.m.
- COMPUTER, Leading Edge, Model D, D floppy, 640K, monochrome monitor w/Hercules graphics, \$125; Panasonic Dot Matrix printer, Model KX-1080i, \$125. Dye, 897-0304.
- PING-PONG TABLE, folding, 3/4-in. top, \$50; bug light, 40-watt lamp, 1 acre rating, seldom used, \$15. Beattie, 898-2706.
- CD PLAYER, B&W TV. Free to person who wants to repair or use for parts. Ashby, 281-1573.
- EXERCYCLE, dual arm/leg action, \$115; firewood, pinon & cedar, 2 cords, delivered, \$110/ea. Swahlan, 292-3598.
- CARPET, 8-1/2 x 8-1/2, \$25; 8-1/2 x 11, \$35; misc. pieces; golf clubs, two sets, w/bags and carts, \$95/ea.; two kayaks, \$175, \$200. Cooper, 888-4150.
- CAMERA, 35mm, Rich "Marai," auto focus, macro, telephoto, two integrated exposure modes, manual mode, data back, \$250 OBO. Rainhart, 821-3690.
- POWERMATIC TABLE SAW, 10-in.; Powermatic shaper; Sears radial arm saw; chop saw; scroll saw; lathe; other tools. Wartell, 265-3643.

- T/A RADIAL TRACK TIRES, four, B.F. Goodrich, 32x11.50 15LT, good tread, \$15/ea. Hannum, 296-2095.
- APPLE II GS COMPUTER, 3 drives, memory expansion & extended text, Imagewriter II printer, table included, \$650. Brunneske, 836-4832.
- ORGAN, Baldwin Funster 122, six rhythm patterns, eight solo sounds, excellent condition, \$400 OBO. Naru, 821-4790.
- APRICA STROLLER, good condition, \$25; manual treadmill, stainless steel rollers, \$40. Johnson, 299-5459.
- AVON CERAMIC BEER STEIN, collector's antique, clipper ships scene, 1977, 9-in. tall, \$75 OBO. McCoy soup bowls #1413, mixing bowls #125, each set \$25 OBO. Stang, 256-7793.
- COLOR TV, 13-in., works great, \$35; white chest of drawers, needs work, free. Orand, 275-2255.
- BROTHER KNITTING MACHINE, ribber, knitleader, pattern books, yarn, and other accessories, \$800 OBO. Roybal, 865-1090.
- RAILROAD TIES, will help load, \$7.50/ea. Bauer, 266-8480.
- TABLE SAW, 10-in., w/table extensions and motor plus 4-in. planer-jointer, all on steel table w/casters. Drake, 299-1209.

Early Deadline

Because of the Independence Day holiday, deadline for ads and other submissions to the next LAB NEWS is noon, Thursday, July 1.

- CRAFTSMAN LAWNMOWER, 20-in., 4-hp, includes grass catcher, \$95. Byers, 298-5189.
- COUCH, \$80; chair, \$20; end tables, \$15/ea. Creel, 294-8291.
- '78 STARCRAFT POP-UP TRAILER, Starmaster 6, sleeps six, excellent condition, \$2,250. Miller, 822-0008, leave message.
- WADERS, waist high, size 10, \$10; boy's clothes, sizes 3 and 4T. Filter, 823-1232.
- BUNK BEDS, w/matching chest of drawers and bookcase. Rezac, 281-8690 after 6 p.m.
- ANTIQUA QUILT, circa 1900, 72" x 77", red and white, excellent condition, \$250 OBO. Hole, 255-1444.
- SHELTIE PUPPIES, 12 wks. old, AKC-registered, champion bloodlines, one female, golden sable/white, \$250; two male, mahogany sable/white, \$200 OBO. Davalos, 293-7980 after 4 p.m.
- GARAGE SALE, 2812 San Pablo NE, June 25-26, 9 a.m. to 2 p.m., microwave oven, couch, chairs, bar & stools, tables, refrigerator, ship's table, etc. Landrum, 884-4739.
- KITCHEN TABLE, round, 42-in., w/oak formica top, four light vinyl-covered swivel chairs w/rollers, \$65. Lenander, 857-9125.
- CHILDREN'S CAR SEATS, \$25 and \$20; Dynamite infant seat, \$15; Disney musical mobile, \$10; diaper pail; various layette items. Colgan, 883-2713.

TRANSPORTATION

- '87 HONDA CRX Si, electric sunroof, 5-spd., 71K miles, fast, excellent condition, \$5,500. Aas, 271-8211.
- GIRL'S BIKE, 26-in., w/light & horn, good condition, \$20. Lane, 299-7925.

- BICYCLE, 10-spd., 26-in., \$25. Pryor, 294-6980.
- '87 CHEV. SPRINT, 4-dr., hatchback, good condition, below book, \$1,850 OBO. Bouchard, 265-8148.
- TOURING BICYCLE, Maruishi Road Ace, 23-in. frame, 12-spd., like new, \$100. Hietala, 867-9577.
- '82 FORD VAN, Club Wagon XLT, 8-passenger, AT, PS, PB, dual AC, tinted windows, low miles, \$2,800 OBO. Borgman, 299-6010.
- '68 DATSUN 1600 ROADSTER, \$2,500. Mareda, 296-0135.
- '77 PONTIAC TRANS AM, new 400ci engine, and Turbo 400 transmission, \$1,200 OBO. Keller, 822-8598.
- '88 KAWASAKI KX-80, w/new plastic, very fast, \$900; bike, 10-spd., \$60; BMX "Diamond Back" bike, C/B Viper, \$50. Lloyd, 889-8934.
- '87 JEEP GRAND WAGONEER, 4x4, low mileage, leather seats, cruise, AC, includes extended factory warranty, excellent condition, \$7,200. Duncan, 281-8792.
- '89 FORD MUSTANG LX, PS, PB, AC, AT, PW, cruise, 55K miles, good condition, \$3,900 OBO. Biskis, 281-2584.
- ROAD BIKE, Bridgestone, 12-spd., Shimano index shifting; Fuji road bike, 12-spd., extras, excellent condition. Johnson, 899-8410.
- '86 DODGE RAM VAN, 15-passenger capacity, highway mileage, used as Sandia Labs commuter. Trujillo, 865-0253 or Monnet, 865-7941 after 5:30 p.m.
- JEEP, 46 Willys, CJ2A, close to stock, runs well, excellent condition, see to appreciate, \$2,500. Guthrie, 265-6610.
- '82 PLYMOUTH RELIANT STATION WAGON, 90K miles, rebuilt 4-spd. standard transmission, 4-dr., \$1,100. Gomez, 291-0691.
- '84 CHEV. CELEBRITY, 70K miles, 4-dr., AC, AT, \$1,500; '86 Honda CRX, 63K miles, 5-spd., 45-50 mpg, runs well, rough body, \$2,500. Lackey, 869-9333.
- '78 CORVETTE PACE CAR, 25th Anniversary edition, 42K actual miles, AT, AC, power windows, T-tops, \$14,000 OBO. Haines, 296-9738.
- '87 FORD ESCORT, 2-dr. Pony, 5-spd., AC, very reliable, like new in and out, \$2,200. Sargent, 865-3227.
- '89 TRAVEL TRAILER, 24-ft., Wilderness Fleetwood, fully self-contained, sleeps six, many extras, like new condition. Martinez, 292-5175.
- '87 PLYMOUTH SUNDANCE, 2-dr., AT, AC, PS, 4-cyl., turbo, EPI, cruise, AM/FM cassette, excellent condition. Boyer, 298-4226.
- '81 HONDA C70 PASSPORT, 3K miles, good for school, like new condition, \$495. Erni, 865-8226 after 5:30 p.m.
- '87 FORD TAURUS GL, loaded, 74K miles, excellent condition, \$4,800. Gleason, 873-0209.
- '85 CHRYSLER LEBARON GTS, 2.2L, 90K miles, 25/35 mpg, AC, cruise, tilt, PB, PS, FWD, AM/FM cassette, \$3,200. Martel, 293-1892.
- BICYCLE, girl's Schwinn, 24-in., 3-spd., like new, ridden twice, \$50. Newcom, 293-5180.
- '86 PONTIAC GRAND PRIX, V8, AT, AC, cruise, tilt, AM/FM, trailer hitch, 81K miles, clean, runs great, \$3,000. Schuh, 275-0736.
- '86 TOYOTA PICKUP, 4x4, 5-spd., 2.4L turbo EFI, lift kit, large aluminum wheels, Alpine AM/FM/CD stereo, nice, \$5,800. Simons, 296-0974.

- TANDEM BIKE, Burley, 18-spd., has been garage-sheltered, \$1,000. Turpin, 281-5933.
- BOAT, Hobie Cat, 18-ft., w/trailer & boat box, \$1,800 OBO. Patterson, 822-1198 after Sunday.

REAL ESTATE

- MOUNTAIN HOME, barn, on 6+ acres, national forest boundary on north and west, 12 miles from Alb., great views. Duncan, 281-8792.
- 3-BDR. HOME, 1-3/4 baths, 1,400 sq. ft., skylights, bay window, breakfast nook, carport, patio, landscaped, shed, SW Skyview West, city/mountain views, \$70,000. Lujan, 836-3447.
- 4-BDR. HOME, 1-3/4 baths, 1,900+ sq. ft., single-car garage, large yard, NE heights, by owner, a creampuff, \$99,500. Warner, 294-2639.
- 4-BDR. HOME, 2-3/4 baths, 2,400 sq. ft., great room, formal dining, custom built tri-level, magnificent views in Summit Hills. Chavez, 275-0490.
- 1+ACRE PLOT, cabin site in forest on stream, 7 miles NW of Mora, \$12,500. Cooper, 888-4150.
- 3-BDR. HOME, 1-3/4 baths, 1,791 sq. ft., study, large den, wood stove, covered patio, Manzano area, \$85,900. Lesperance, 298-1268.
- 3-BDR. HOME, 2 baths, 2,070 sq. ft., brick, large double garage, enclosed patio, many closets and built-ins. Landrum, 884-4739.
- VIEW LOT, in the Bazos, near Chama and Heron Lake, 3 to 5 acres, water and electricity available. Garcia, 293-3937.

WANTED

- USED MACINTOSH PC, with graphics packages. Owens, 836-7802.
- BOY'S BICYCLE, 20-in., cheap. Roeschke, 266-8988.
- CAMCORDER, 8mm, Sony series 7, 1991 model or older. Seamons, 291-8134.
- SLIDE PROJECTOR, any age and working condition. Helms, 821-0803.
- CHEAP JEEP, w/bad motor. Martinez, 884-5047.
- CONTACT w/person who repairs wet suits. Horton, 883-7504.
- '88 PONTIAC FIERO GT, will consider other '88 and '87 Fiero models. Potter, 294-3107.
- CHERRIES, sweet or sour, will pick. Cericola, 298-2426.
- METAL STORAGE CABINET, 78" x 36" x 18", must be in good condition, with doors and adjustable shelves. Harris, 344-6640.
- HOME FOR SIBERIAN HUSKY, spayed female, 6.5 years old, needs large yard, good with kids, loves attention and exercise. Sjaardema, 299-8042.
- MOTORHOME, to rent from July 19-27. Loucks, 281-9608.

LOST AND FOUND

- LOST: gold bracelet, in the Water Tower parking lot, north of Bldg. 887, on June 14, reward. O'Toole, 866-0403.



Coronado Club Activities

Have a Fun Fourth of July at the Club

IT'S A TRADITION — The Club's Fourth of July Patio Party is coming up, and it's just about the best place in town to be on Independence Day. Starting at 11 a.m., swim in the pool (or watch the little ones splash in the kiddie pool), lounge under the trees, join the day's activities — whatever suits your fancy. There'll be a buffet served from noon to 6 p.m., with BBQ ribs, steaks, tacos, corn on the cob, baked beans, and more. And just for a little oom-pah-pah fun, the Roland de Rose Band will rouse you with patriotic music from 3 to 6 p.m. Admission is free for Club members, \$3 for guests. It doesn't get much better than this, even by Club standards!

CHAMPAGNE BRUNCH — There's one more champagne brunch and tea dance this month, and you can count on some real enjoyment. Here's how: Step one, make your reservations (they're required; just call 265-6791). Step

two, come to the Club on June 27, feast on brunch (served 10 a.m. to 2 p.m.), and dance to the music of Bob Weiler and Los Gatos from 1 to 4 p.m. It's that simple! See you there.

BINGO TIMES FIVE — July is a special month, because it has five Thursdays, and that means five bingo nights. Every Thursday, bingo starts at 6:45 p.m. (the buffet line opens at 5:30), and the fun just keeps on going. Remember, C-Club members get a \$1 discount on their bingo packages and a 10-percent discount on the price of their buffet meal.

PLAN A PATIO PARTY — One of the many benefits of Club membership is that you can have your party or picnic on the Club patio. The Club will partly or fully cater your get-together, if you wish. For info, call Ron or Nadine on 844-3808 or 255-9621.

Mobility-Impaired Interest Group Meeting Is July 8

Sandia employees, retirees, and family members who are mobility impaired are invited to attend a meeting next month at Sandia to discuss your needs and to learn about a new related Labs program. The meeting will be held July 8 at 8:30-10 a.m. in Bldg. 822, Room A/B.

Sandians Mark Vaughn (9812) and Keith Miller (9818) are exploring the possibility of applying Sandia engineering talent to development of more user-friendly and less-costly devices to help mobility-impaired folks. They are particularly interested in learning about needs in the areas of barriers, costs, health effects, comfort, durability, and agility. The meeting room is outside the technical area so uncleared persons may attend. For more information, contact Mark on 845-9159 or Keith on 845-8812.

The New Sandia Corporation Savings Plans

What Happens to the AT&T Shares Fund?

The following information was provided to the LAB NEWS by Pension Fund/Benefit Program Management Dept. 7542 as part of the continuing briefing process on the changeover from the AT&T Savings Plans to the Sandia Corporation Savings Plans.

The AT&T Shares Fund consists of shares of AT&T common stock. This fund is not diversified, and returns may vary from the stock market in general, due to factors affecting AT&T's business and financial condition.

Money invested in this fund is in shares of AT&T stock, plus a small amount invested in money market instruments to accommodate participants' sales requests in a daily transactions environment.

The value of your investment in this fund will increase or decrease depending on the market price of AT&T shares. Furthermore, the value of your investment will be reduced by charges for Trustee fees, proxy administration costs, and broker commissions.

No contributions or transfers into this fund have been allowed since May 31, 1993. Sales from this fund will be conducted on the open market at the market price existing on the date of sale. There will be a 3.5 cents/share broker commission charged against the AT&T Shares Fund for each sale to pay for executing the trade. Brokerage commissions are not sales loads.

• *Why can't I continue to make contributions to the AT&T Shares Fund? Why can't the Sandia Corporation Savings Plans offer AT&T shares as a continuing investment option?* Federal law provides that individual stock cannot be offered to employees unless it is the stock of the employer (or its parent). Sandia will no longer be an AT&T subsidiary after Sept. 30, 1993, so this option is no longer available.

• *What happens now?* Contributions that formerly went into the AT&T Savings Plan investment options now go into the new investment funds that you selected. If you did not make a selection, and you had been contributing to the AT&T Shares Fund, future contributions will automatically be invested in the Interest Income Fund.

• *What if I didn't indicate on the Fidelity enrollment form what I wanted to do with my balance in the AT&T Shares Fund?* If you did not make an election, the default position is to retain your May 31, 1993, account balance in the AT&T Shares Fund. By May 31, 1998, you must make an election to move your balance into other funds or by default they will be moved.

• *What if I turned in the enrollment form and now have changed my mind about how I want to handle my AT&T Shares Fund?* You may call Fidelity until July 15 and let the representative know how you want to handle this fund when it transfers to Fidelity in August. (These transactions may take longer to execute since they will require special handling.) You may reallocate your AT&T Shares Fund or decide not to reallocate at this time. After July 15, you will have to wait until Sept. 1 to exchange your AT&T Shares Fund (in one-percent increments) to other available options.

• *If I had an outstanding loan on May 31, 1993, will my future loan repayments sent to Fidelity be reinvested in my AT&T Shares Fund?* No. Even though your loan used part of the AT&T Shares Fund as collateral, repayments made after May 31 will not go back

into that fund. Loan repayments after May 31 will be directed to your current contribution investment mix.

Note: No additions, in whatever form, including loan repayments and dividends, will be added to the AT&T Shares Fund after May 31, 1993. However, your AT&T Shares Fund account will fluctuate in value with the change of value of AT&T shares, and the account will be charged trustee costs, proxy administration fees, and commission fees upon redemption.

• *What will happen to the AT&T dividends which might be payable during the transition period?* The current dividend, payable sometime this summer, will be reflected in the value of your AT&T Shares Fund. After this date, dividends payable to the AT&T Shares Fund will be directed into your account according to the investment mix you have selected for your current contributions.

• *I want to keep my AT&T shares regardless. What are my options?* There are several answers to this question. See which of the following scenarios fits your situation.

• *Part of my account balance is in the AT&T Shares Fund. How can I get those shares in my possession?* You can request a withdrawal which will be made on a pro-rata basis from each of your investment funds and sources in which you have a balance. (Sources are basic pre-tax, supplemental pre-tax, basic after-tax, etc.) You will receive a portion of your AT&T Shares Fund only to the extent it is available in the sources listed in the Summary Plan Description, which you will receive automatically by the end of this month.

If you withdraw AT&T shares from your AT&T Shares Fund through an in-service withdrawal, remember:

(1) As an active employee participant you cannot "clean out" your AT&T Shares Fund even if you are totally invested in the AT&T Shares Fund. There will be a residual amount that you will not be able to access that must be transferred to other investment options before June 1, 1998.

(2) The sources of funds that can be withdrawn will contain lower percentages of AT&T Shares Fund as new contributions are added.

(3) There may be tax consequences.

(4) You may consider rolling over any taxable portion (i.e., pre-tax contributions, all earnings and company matching funds) of your shares into a personal self-directed Individual Retirement Account.

(5) Any amount that you withdraw will diminish the amount you will have at retirement from the Sandia Corporation Savings Plans.

Note: The tax consequences of making a withdrawal from the Sandia Corporation Savings Plans are the same as under the AT&T Savings Plans. Please see a qualified tax advisor for information pertaining to your specific situation.

• *What if I terminate employment with Sandia sometime between June 1, 1993, and June 1, 1998, had a balance in the AT&T Shares Fund, and want to keep my shares?* You may roll over the taxable portion of your AT&T Shares Fund into a personal Individual Retirement Account. You will need to specifically request that shares be transferred and verify that your new trustee will accept shares. If you do not roll over the account but instead take a cash distribution, you may owe a 10-percent penalty and 20 percent in withholding tax.

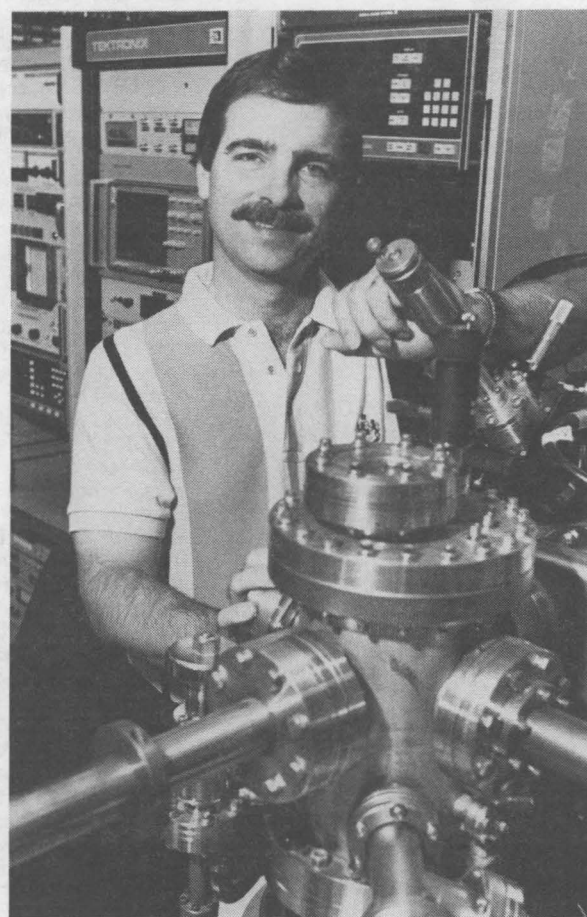
Note: The 10-percent penalty will not apply if you terminate and are at least age 55. If you terminate or retire before age 55, however, you must generally wait until you are 59-1/2 before you can get a distribution of your funds without the penalty.

• *What if I retire from Sandia before June 1, 1998?* Your situation is the same as a terminated employee: See above.

• *I am age 70-1/2, and still employed with Sandia. Can I take my AT&T shares?* Yes. You may request a lump sum distribution of your savings plan account and receive the amount you have in the AT&T Shares Fund in shares without penalty or withholding. You may also roll these shares into an Individual Retirement Account.

• *I am age 70-1/2 and am retired. Can I take my AT&T shares?* Yes: See answer above.

Other questions about the AT&T Shares Fund should be addressed to Rebecca Spires (7542) on 844-9965.



GARY KELLOGG of Surface and Interface Science Dept. 1114 has been elected a Fellow of The American Physical Society (APS). The APS Council cited him for "pioneering contributions to understanding the structure, migration, clustering, and chemical reaction processes of atoms on surfaces." Gary is among 164 new Fellows in the APS, which has more than 40,000 members. The new Fellows were recognized at the Society's March meeting in Seattle.